

Q&A Document on AI Usage in Stepstone Products

This is a guide on how we use artificial intelligence (“AI”) in our products. This document is meant to inform you about AI and is an additional document to our [privacy policy](#). Please read this document carefully before you use products that integrate or rely on AI.

What is AI?

1. What is AI?

AI, or Artificial Intelligence, is a field of computer science that aims to create systems capable of performing tasks that normally require human intelligence. This includes tasks like processing and reproducing natural language natural language, recognizing patterns, solving problems, and making decisions.

2. How does AI work?

Most AI systems combine different types of algorithms to solve specific tasks. Some of these algorithms might be explicitly programmed, e.g. implementing a specific type of business logic. Other algorithms are based on machine learning models which are trained on data to detect specific patterns or make predictions. Large language models and other deep learning-based approaches are powerful examples of machine learning models that require particularly large amounts of training data and powerful computers to develop them. The output of such models depends on a set of parameters and the training procedure adapts these parameters to improve the performance of the model on a specific task. For language models, the task can be simply to predict the next word given the beginning of a sentence, for an image recognition model, can be to classify images as those that contain a set of traffic lights, a specific animal etc.

How are Large Language Models (LLMs) integrated into our products?

1. What is a Large Language Model (LLM)?

A Large Language Model is a type of AI that is trained on vast amounts of text data. It can process and generate human-like text. These models are designed to analyse context, semantics, and syntax in order to perform various natural language processing tasks. LLMs are capable of tasks such as answering questions, writing essays, translating languages, and even creating poetry. LLMs will produce the most likely answer to a question or prompt, based on the data that it has been trained with.

2. How do we integrate LLMs into our products?

We use LLMs to enhance the user experience in our products. For example, they can power chatbots, provide recommendations or insights based on user inputs or assist users in drafting documents. They can help make our products more intuitive, efficient, and user-friendly. We do not only use inhouse-built AIs but may also incorporate third party solutions.

What are the risks for users, and how is content moderation used?

1. What are the potential risks of using AI in our products?

While AI brings numerous benefits, it can also present risks. Especially since LLMs generate human-like texts, we cannot always predict the outcome or answer that the AI might generate. LLMs might not give a correct or ethically reasonable answer, but the most likely one based on its training data. Where we rely on third party providers, we leverage their AI expertise. We conduct due diligence on our Third Party Providers and put safeguards in place to ensure that we align with applicable laws and best practices.

However, please note, only the provider of AI can control how their models are trained.

2. How do we mitigate these risks?

In compliance with the upcoming EU AI Act, we implement human oversight alongside automated systems to moderate the content that is fed into or generated by the AI. Our goal is to prevent inappropriate or harmful content from being produced. In addition, we also follow stringent data privacy and security measures to protect user data and conduct frequent risks assessments.

What is Stepstone's ethics on AI-use?

1. What are our ethical guidelines for AI use?

We are committed to using AI responsibly and transparently. Our key principles include respect for user privacy, fairness, transparency, autonomy and accountability. We continuously strive to mitigate bias in our AI systems, provide clear explanations about how our AI works, and ensure there are mechanisms for feedback and redress should any issues arise.

2. How do we ensure AI is used ethically in our products?

We conduct rigorous testing and auditing of our AI systems to ensure they meet our ethical standards. We also provide clear information to our users about how AI is used in our

products, allowing them to make informed decisions. We are committed to respecting our users' rights and choices when it comes to AI.